



ORGANIZING *for* HEALTH *and* JUSTICE

Job Title: Coalition Community Organizer  
Reports To: Executive Director  
FLSA Status: Non-Exempt  
Full Time  
Posted March 3, 2026

## **Who We Are**

We organize working class people across Western New York to build community power to win environmental justice and public health campaigns. We create transformational relationships rooted in mutual interest and lived experiences that enable us to organize for collective wellbeing that centers care, joy, and celebration.

## **The Position**

Since January of 2025 there has been significant mobilization of individuals locally and nationally in response to direct threats to democracy and cuts in funding across sectors that serve to increase wealth inequality across the country and directly harm our communities. Clean Air has joined coalitions that have coalesced around the planning of large scale rallies in support of this mobilization. The primary responsibility of the Coalition Organizer would be to coordinate coalition-building work across multiple organizations and sectors into specific issue campaigns. These campaigns would cut across the interests of the coalition and work to onboard individuals to move beyond the single day mass mobilizations to long term commitment to power building in defense of democracy.

The Coalition Organizer will build teams of community partners and Clean Air members, collaborate with the Clean Air staff team, and develop and carry out strategic campaigns. Such campaigns should include consistent organizing events including team meetings, public and membership meetings and trainings, as well as other direct actions..

This job offers an opportunity to be on the cutting edge of equity and grassroots community organizing work. We invest in and follow the leadership of our members and partners. This work requires a generous and ferocious love of people, a willingness to take on the powerful in order to make a real difference in peoples' lives, and a real understanding and willingness to take on the challenges of coalition building in today's landscape..

## **Duties and Responsibilities:**

Leadership Development and Organizing



- Provide support to the existing cross-sector coalitions to work toward consensus on issue based campaigns the coalition will support.
- Identify leaders through engaging with community and labor organizations, canvassing, community meetings, and other strategies
- Recruit core team members, develop and support strong and self-determined teams
- Coordinate and provide coaching to members/leaders regarding campaign development and implementation
- Facilitate regular leader team meetings to develop robust and strategic campaign plans, including strategy development, power mapping, messaging, political education and basebuilding needed to run and win powerful campaigns
- Provide regular and ongoing leadership development, training and support to leader and member teams
- Coordinate and facilitate community meetings, trainings, and strategy sessions

#### Campaign Strategy Development and Execution

- Work with partners and member leaders to identify decision makers, relevant stakeholders, and opportunities to build power and influence related to issue campaigns
- Work with partners and member leaders to identify and form strategic relationships with key allies, agencies, elected officials, and other decision makers that are aligned with and accountable to the organization's mission and values
- Train and support leaders to meet with decision makers
- Work with partners and member-leaders to generate earned media, including developing press and media strategy, and providing training, support, and materials for working with press (spokesperson training, messaging development, creating press releases, etc.)
- Create campaign materials, including mailings/communications, such as flyers and postcards

#### Basebuilding and Community Power Development

- Work with partners and member-leaders to develop basebuilding and recruitment strategies in campaign areas
- Design and hold phone banks, community canvases, and direct actions as necessary
- Train and support member leaders in personal storytelling strategies and execution

#### Organizational Development and Administration

- Document and evaluate work as necessary, including creating work plans, annual self-reviews, and ongoing debriefs of work and processes
- Collaborate with staff and members to continue to grow a culture of fundraising within the organization. Fundraising responsibilities include member recruiting, special events support, and participation in organization-wide fundraising campaigns



- Develop strategic communication for members, leaders, allies, and funders about campaign work for organizational use, such as newsletters, grant reports, and other documentation
- Position Clean Air's organizing work in regional and national spaces through attending and presenting at conferences and networking with organizing Professionals
- Coordinate with staff to carry out necessary administrative work, including budgeting and organizational infrastructure, as needed

### **Experience & Leadership Abilities:**

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferrable skills. Clean Air is seeking candidates with demonstrated experience and skills in the following areas:

- understanding of, and a strong commitment to the practice of grassroots community organizing
- Building and maintaining multiple complex relationships, while upholding integrity to the organization's mission and values
- Demonstrated ability to work across lines of difference, with a nuanced understanding of systemic oppressions by race, class, gender, and ability
- Demonstrated commitment to following the leadership of poor and working class people and people of color, including listening to and believing their experiences, investing in their leadership, and rallying behind and designing campaign strategies and tactics around their solutions and expertise
- A knowledge of the WNY organizing ecosystems including connections with labor, environmental, and other social service organizations and activists, and a deep understanding of power-building, resource distribution, and common dynamics in the movement-building ecosystem
- Experience in social media content creation required, graphic design experience a plus
- A commitment to the long-term growth and development of leaders and members, including meeting people where they're at, and a practice of calling in
- A commitment to community-building through authentic and caring relationships
- Ability to effectively manage teams and volunteers to collaboratively develop and carry out issue campaigns
- A compelling communicator with solid storytelling ability, understanding of narrative trajectory, authenticity, and calls to action
- Flexibility to work evenings and weekends as necessary
- 3+ years of organizing or leadership development preferred.



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- Bi-lingual candidates, especially Spanish speaking, are strongly encouraged to apply!

## **Application Process**

To apply, please send a cover letter, resume, a list of three references, to [jobs@cacwny.org](mailto:jobs@cacwny.org) with the subject line “Coalition Organizer.” References will not be checked until the last round of interviews, and candidates will be given an opportunity to notify their references in advance. Applications will be reviewed on a rolling basis until the position is filled.

### **Compensation and Benefits**

This is a full time, salaried position, working 40 hours per week, paying \$50,000 annual salary. Clean Air offers a generous benefits package that includes top-of-the-line medical and dental insurance at 100% coverage, business travel expenses coverage, annual professional development stipend, and 403B retirement plan with 3% employer matching contribution. Paid time off is 40 total days per year, with 15 vacation days, 10 sick days, 12 holidays, and 3 personal days each year.

Clean Air Coalition provides an equal opportunity to all without regard to race, color, religious or non-religious affiliation, gender, gender identities or expressions, sexual orientation, national origin, physical disability, age, and/or veteran status. Clean Air centers race, class, and gender equity in our organization and work. We strongly encourage people of all traditionally marginalized identities to apply.

This position is currently funded for one year with the opportunity to extend employment if sufficient funds are secured by the organization.